

PSC Delegate Assembly

April 16, 2026

Minutes

PRESENT:		FORSYTHE	C	NORMAN	HEO	DORAN	Q
ADAMS	EC	ABDALI	CLT	ORDAZ	HEO	GUSKIN	Q
BATSON	EC	AUSTRIA	CLT	PEREZ	HEO	HAZAS	Q
BOSKET	EC	BATIZ	CLT	RANDALL	HEO	SCHNUR	Q
DAVIS, J	EC	HOPE	CLT	RODRIGUEZ	HEO	SHALKOWSKI	Q
DEMPSTER	EC	WALLIS	CLS	SADHU	HEO	TUMMINO	Q
GABOURY	EC	BARDSLEY	CSI	STEVENSON	HEO	FRAGOPOULOS	QCC
GALLOWAY-PERRY	EC	CONTRERAS	CSI	SUE	HEO	MARCHESE	QCC
JAMES	EC	COPE	CSI	YEBOAH	HEO	VOIGT	QCC
KANG	EC	OZEN	CSI	CLARKE	JJ	JAMES	RFFU
LILLY	EC	THORNE	CSI	EPSTEIN	JJ	COHEN	RT
MCINTYRE	EC	APTEKAR	GC	HOVEY	JJ	DISALVO	RT
OFFENHOLLEY	EC	DUFF	GC	MARKOWITZ	JJ	FRIEDMAN	RT
PERSINGER	EC	GOLDBERG	GC	MOONEY	JJ	KISSACK	RT
ROMER	EC	GRASSMAN	GC	PITTMAN	JJ	MCCALL	RT
SCHNEE	EC	HARRIS	GC	CALLY	KCC	NEWFIELD	RT
SEO	EC	NAJM	GC	SHAH	KCC	PRITCHARD	Y
SHACTER-DECHABERT	EC	ROTHMAN	GC	SPEAR	KCC	SALEK ASEFF	Y
STEMBERG	EC	SELLIE	GC	ALEXANDER	L	GUEST:	
STEPHENS	EC	ZHANG	GC	AUSLANDER	L	ETHIER	LGCC
TURNER	EC	BAINES	GCC	BELL	L	JEU	CLT
VASQUEZ	EC	JOHN	H	LIZARDI	L	MAGUIRE	HEO
WHARTON	EC	KILKENNY	H	WANG	L	SERDIUK	HEO
ALBARILLO	B	BENCIVENNI	HCC	BASTAS	LGCC	STAFF:	
ENTIN	B	BERNARDINI	HCC	BEATY	LGCC	ARPEY	
FOX	B	CASEY	HCC	CLEARY	LGCC	CORDERO	
HASHMI	B	PIMENTEL	HCC	CONNERS	LGCC	DOAN	
MANLOW	B	ALI	HEO	GARTE	MCC	DOUROS	
POLLARD	B	ANGELOPOULOS	HEO	GRONOWICZ	MCC	FONTES	
SNYDER	B	BALLERINI	HEO	SMALLWOOD	MCC	KAPLOWITZ	
TOUVAL	BAR	BERCO	HEO	HERRERA	ME	LASHLEY	
WINE	BAR	BROWN	HEO	LASHLEY	ME	LEWIS	
DUNCAN	BCC	COLEMAN	HEO	MITCHELL	ME	PAUL	
LANG	BCC	DAVEY	HEO	BEHRENT	NYCT	VARRONE	
DUNSON	BEOC	GALLAGHER	HEO	DECOUX	NYCT		
CORCORAN	BXOC	HEGNER	HEO	HARRIS	NYCT		
BARNETT	C	KEIER	HEO	MACDONALD	NYCT		
CAPPETTI	C	LLAMAS	HEO	OLERICH	NYCT		
CARDWELL	C	MARES	HEO	SHEPARD	NYCT		
DAVIS	C	MARSHALL	HEO	STANDING	NYCT		
DIRAIMO	C	MINOR	HEO	WALLJASPER	NYCT		

I. Approvals

A. Agenda

MOTION: To approve the agenda (Motion: J. Epstein; seconded) **APPROVED.**

B. Minutes - March

MOTION: To approve the March 2026 DA minutes (Motion: J. Gallagher; seconded) **APPROVED.**

II. President's Report and discussion - J. Davis

A. Federal Fightback

Since the last meeting, the country witnessed one of the largest national mass mobilizations in decades through the “No Kings” demonstrations on March 28. Approximately 500 PSC members participated in the Manhattan march, which drew an estimated 350,000 people, while nationwide participation reached roughly 8 million people across more than 3,000 demonstrations. It was a significant expression of public opposition to the current political climate.

The escalating war in Iran and the broader expansion of military conflict in the Middle East are central concerns. Recent election setbacks for Republicans reflect growing dissatisfaction with the administration's domestic and foreign policy agenda. Declining public support for the administration is likely to intensify authoritarian behavior, raising concern about efforts to undermine future elections. Discussions within the labor movement are growing about the need for organized labor to be prepared to respond collectively if democratic processes are threatened. This is why building the organizational capacity for large-scale collective action, stoppages in response to attacks on democratic institutions, is important.

PSC continues to pressure state leaders to adopt more progressive tax policies to address looming fiscal challenges stemming from federal budget cuts and economic pressures. Without substantial new revenue, New York State and New York City will face significant budget deficits in the coming years. This would lead to austerity measures, reductions in public services, and tougher conditions for labor negotiations.

Secretary Vásquez described a growing wave of grassroots organizing across the union and city, marked by increased campus activity, coalition-building, and member engagement. Immigrant solidarity campus teams have been actively tabling, distributing materials, and organizing.

Nearly a year into the initiative, PSC members continue to provide weekly accompaniment and support at immigration court, with over 340 members participating resulting in nearly 1,000 court visits. Members were encouraged to keep volunteering and attending trainings as ICE activity shifts between communities, airports, and courts.

Recent advocacy efforts for New York for All and Dignity Not Detention legislation included organizing actions in Albany led by the New York Immigration Coalition. At the campus level, members are circulating a petition to demand Immigrant Student Success Centers (ISSC) on every campus that does not have one. A successful effort at Kingsborough Community College led to the announcement at commencement of the formation of an ISSC there.

B. May Day & beyond - goals, turnout targets, report on captains

Over 100 participants attended the April 15th May Day Zoom meeting. The union set a goal of mobilizing 5% of its membership, about 1,500 RSVPs. At the meeting, about 400 members had committed to attend. Organizers credited the outreach efforts of “May Day captains” across chapters.

May Day activities will begin with immigrant solidarity efforts linked to the court watch program at 26 Federal Plaza, followed by a noon gathering at the union hall. The main rally and march will start at Washington Square Park. Participants will gather at 4:00 p.m., the program will begin at 4:30 p.m., and the march to Foley Square will start at 5:30 p.m. The New York City Central Labor Council and the New York Immigration Coalition are organizing the larger mobilization, targeting 50,000 participants. Higher education unions and AFT-affiliated chapters will hold a 3:00 p.m. sector-specific rally at the New School before joining the larger march.

In addition to the main May Day march, several other actions and demonstrations are being organized across the city. One developing action, led by the Teamsters, will target Amazon and may include both non-arrest and arrest-risking direct actions. The speaker described the action as part of a broader effort to confront major corporate forces supporting economic inequality and authoritarian politics.

The Sunrise Movement is also organizing a youth- and student-led “block party” at Wall Street and Broad Street from 11:00 a.m. to 1:30 p.m. The event is expected to combine celebratory elements with direct action and may include both low-risk and higher-risk protest activities.

Additional actions connected to labor and higher education struggles were also highlighted. Laborers International is organizing an April 28 action against Apollo Global Management in response to alleged labor abuses connected to the company’s real estate projects. Apollo had previously been targeted by higher education activists because its CEO and co-founder authored the Trump administration loyalty oath known as the “compact for academic excellence in higher education.”

There are also plans for a protest action on the evening of May 6 targeting the Manhattan Institute, a conservative think tank described as aligned with the Heritage Foundation. Activists are organizing in response to the organization’s annual awards dinner, including an award recognizing a prominent advocate of school voucher policies.

C. Contract implementation and enforcement

A revived professional development program, *How to Survive and Thrive at the City University of New York*, will be held for full-time faculty within their first five years at CUNY. The program will address topics including tenure, promotion, reassigned time, and navigating the early years of employment at the university.

The CUNY Board of Trustees is expected to create the new title of Senior Lecturer through a bylaw change requiring approval at both the May and June board meetings. The university has been consulting with both the union and governance bodies regarding the contractual and policy implications of the new promotional pathway. The CUNY administration has been receptive to feedback, including concerns recently submitted regarding guidance for campuses on implementing the promotion process.

Health and Safety Committees, a major contract victory secured during negotiations, are rolling out. Most campuses have appointed and trained representatives, though some colleges and professional schools still need additional labor-side representatives. Delegates were encouraged to continue recruiting members for these committees.

Attention was also given to adjunct appointments and reappointments. May 31 remains the deadline for notifying adjuncts of all appointments, including multi-year appointments and possible third-year extensions under the new contract provisions. HEO non-reappointments appear higher than usual this year and members should report concerns to the union's contract enforcement department. The union is prepared to file grievances and pursue organizing and political pressure campaigns if patterns of unjustified non-reappointments emerge.

There was a problematic launch of the new "OneRF" administrative system at the Research Foundation, described as similar to Workday. Inadequate training, poor implementation, and management failures have created significant payroll and workplace issues. The additional administrative burdens imposed on staff were not properly addressed or negotiated. A petition opposing the flawed rollout has already gained several hundred signatures and is available on the PSC website.

The PSC helped formulate the "Amherst Compact," a collaborative initiative by representatives from 55 labor unions across nine northeastern states. The effort began in January when union leaders gathered in Amherst to establish a shared framework for higher education, labor organizing, and bargaining. The Compact aims to strengthen unions through shared principles and coordinated goals. It increases unified bargaining power and resilience to external pressures. It outlines actionable priorities including fair compensation, job security, healthcare, paid leave, professional development, academic freedom, workplace safety, responsible technology use, support for communities, and protection of collective bargaining rights. The Compact serves as both a statement of principles and a practical tool to help unions win concrete bargaining results and improve labor standards across institutions.

D. Membership - M. Fontes

The union continues its efforts to recruit new members, using the organizing momentum around May Day to expand membership. Members were reminded that over 9,000 eligible CUNY employees have not signed union membership cards, with many nonmembers being adjunct faculty. More than 60% of CUNY classes are currently taught by adjuncts. This underscores the importance of increasing adjunct participation and membership to strengthen the union's collective power before future contract negotiations and organizing campaigns.

Members were encouraged to distribute membership cards during outreach, including tabling and May Day efforts, and to prioritize conversations with adjunct faculty and nonmembers. This is the first step to building stronger participation, activism, and leadership within the union.

A weeklong membership drive starts April 27. Staff and members will organize and sign up nonmembers across campuses. Teams will also reach out in the evenings to adjuncts and faculty teaching night classes.

Walk lists identifying nonmembers have been prepared for several campuses and chapters, including the Graduate Center, SPS, Hunter, Queens College, Lehman, LaGuardia, Hostos, Medgar Evers, BMCC, CSI, the Graduate School of Journalism, and CCNY. More walk lists are in development. Members should coordinate with organizers to get and use these materials for outreach and recruitment.

E. Legislative Report - H. James

State budget negotiations remain unresolved. The legislature passed a fourth budget extender while revenue talks continue in Albany. Delegates were urged to contact their elected officials immediately to advocate for greater funding, especially for CUNY and other labor priorities. There are plans for continued advocacy in Albany and a rally in Midtown on April 23 to demand additional progressive revenue measures.

Delegates were urged to support the letter campaign to call on Mayor Mamdani and the City Council to veto Intro 175B, a bill that threatens free speech in areas around schools and colleges. Delegates were also asked to identify faculty and staff with expertise in early childhood education, social work, and foster care to support advocacy and backing CUNY's role in expanding 2K and 3K programs.

III. Administrative Items

A. Executive Director's Report - M. Silva

Elections Committee Report:

I. Remainder of the 2026 Spring Election Schedule

- MONDAY, APRIL 6, 2026 — Ballots were emailed to members and are being mailed upon request.
- MONDAY, APRIL 27, 2026, 5:00 PM — Deadline for return of ballots
- TUESDAY, APRIL 28, 2026, 10:00 AM – Ballots counted

Anyone who has not received an electronic ballot in a chapter holding an election should email elections@pscmail.org.

II. Executive Council Elections: The committee certified the elections of Laura Stephens as a Part-Time Personnel Officer and Kevin Adams as a University-Wide Officer.

III. Chapter Vacancies

- A. CSI: The committee recognized the vacancy created by the resignation of Veronica DiMeglio as WF Representative at CSI.

- B. City Tech: The committee certified the election of Chloe Smolarski to fill an alternate delegate vacancy.

MOTION: To accept the Elections Committee report (Motion: J. Epstein; seconded) APPROVED.

IV. Resolutions

Resolution on AI - Executive Council

MOTION: To amend the ninth Whereas to say:

Whereas, the operation of AI programs and data centers is highly and increasingly energy- and fresh water intensive and has been shown to contribute to higher energy costs for individual homes as well as substantial environmental pollution, both of which are detrimental to NYSUT members and the communities in which we live and undermine replacing fossil fuels with renewable energies in the future

And to amend the third Resolve to say:

that the PSC will seek to collaborate with AAUP, UUP, other higher education unions, and unions in other sectors, to use activism and the passage of legislation to: fight for the protection and preservation of human labor, organize against the overutilization of technology, fight for the responsible integration of AI in the workplace, fight against worker surveillance and the loss of intellectual property and institutional knowledge, and to seek transparency in the purchasing of systems that rely on AI systems or components of AI systems in accordance with New York State law

And to add two Resolves after the third Resolve:

Resolved that NYSUT will oppose offering any New York State taxpayer dollars for the development of AI or the data centers they depend on;

Resolved that NYSUT will oppose any costs to ratepayers of additional fossil fuel power plants developed to meet the demands of AI or their data centers; (Motion: N. Romer; seconded) APPROVED.

MOTION: To amend the above amendment by adding: Resolved that the PSC calls on the AFT to end its corporate partnership with Open AI, Anthropic, and Microsoft and wind down the National Academy for AI Instruction (Motion: E. Rothman; seconded) APPROVED.

MOTION: To amend the proposed motion above to begin with: Resolved that given the insufficient discussion about the strengths and weaknesses of AI among the locals of the AFT (Motion: L. Cohen; seconded) APPROVED.

MOTION: To postpone debate until the May DA (Motion: J. Entin; seconded) FAILED.

MOTION: To approve the resolution as amended (Motion: S. Aptekar; seconded) APPROVED.

V. Announcements

- Sofya Aptekar: Union Forum on AI in CUNY Workplace April 28 4-5:30pm on Zoom, sponsored by GC and City Tech PSC chapters.
- Susan DiRaimo: Be sure to check your pension deductions on your paychecks because CUNY continues to fail to deduct them properly.
- Laura Stephens: Tuesday, April 21st, BIPOC working group will hold their art build.
- Jeanette Batiz: Thanked organizers for assisting her in visiting CLTs on various campuses.
- Kevin Adams: We need to raise concerns about campuses failing to replace employees.

VI. Adjourn

MOTION: To adjourn the meeting (Motion: F. Pritchard; seconded) APPROVED.